

FILED IN THE  
U.S. DISTRICT COURT  
EASTERN DISTRICT OF WASHINGTON

NOV 09 2007

JAMES R. LARSEN, CLERK

DEPUTY  
RICHLAND, WASHINGTON

1 Janet Taylor Law Firm L.L.C.  
2 710 George Washington Way, Suite F  
3 Richland, WA 99352  
4 (509) 943-2585

5 UNITED STATES DISTRICT COURT

6 IN AND FOR THE EASTERN DISTRICT OF WASHINGTON

7 STEPHANIE GREEN, a single )  
8 person, )

9 Plaintiff )

10 Vs. )

11 UNITED STEELWORKERS )  
12 INTERNATIONAL, Hanford Atomic )  
13 Metal Trades Council, AFL-CIO, )  
14 Dave Molnaa, and Jane Doe Molnaa, )  
15 husband and wife and the marital )  
16 community thereof, Vince Stroops )  
17 and Jane Doe Stroops, husband and )  
18 wife and the marital community )  
19 thereof, Kirk Domina and Jane Doe )  
20 Domina, husband and wife and the )  
21 marital community thereof, Victor )  
22 Cruz and Jane Doe Cruz, husband and )  
23 wife and the marital community )  
24 thereof, Jim Woodward and Jane Doe )  
25 Woodward, husband and wife and the )  
marital community thereof, Cherrie )  
Miller and John Doe Miller, husband )  
and wife and the marital community )  
thereof, Margie Meyers and John Doe )  
Meyers, husband and wife and the )  
marital community thereof, Jim )  
Orosco and Jane Doe Orosco, )  
husband and wife and the marital )

Case No.

**CV-07-5066-RHW**

**COMPLAINT**

**COMPLAINT**

Page 1

Janet Taylor Law Firm L.L.C.  
710 George Washington Way, Suite F  
Richland, WA 99352  
(509) 943-2585

1 community thereof, Karen Alexander )  
2 and John Doe Alexander, husband and )  
3 wife and the marital community )  
4 thereof, Randy Knowles and Jane Doe )  
5 Knowles, husband and wife and the )  
6 marital community thereof, )  
7 Defendants. )

7  
8 For cause of action against the defendants, plaintiff states as follows:

9 **JURISDICTION AND VENUE**

10 1.1 This Court has jurisdiction over the subject matter of this complaint  
11 pursuant to 28 U.S.C. § 451, 1331, 1343 and 1367. This action is authorized  
12 and instituted pursuant to 42 U.S.C. 1981, 29 U.S.C. § 411, Title VII of the  
13 Civil Rights Act of 1964, as amended, and RCW 49.60.  
14

15  
16 1.2 Venue is proper before this Court pursuant to 28 U.S.C. § 1391, as all  
17 practices and actions alleged herein occurred within the jurisdiction of the  
18 United States District Court Eastern District of Washington.  
19

20 **PARTIES**

21  
22 2.1 Plaintiff Stephanie Green is a single person residing at all material times  
23 in Franklin County, Washington. Ms. Green is a member in good standing and  
24 currently the duly elected President of United Steelworkers Local 12-369.  
25

1 2.2 At all relevant times to the allegations herein, Defendant United  
2 Steelworkers International (hereinafter referred to as the "International") was a  
3 Labor Organization duly organized under the laws of the United States, doing  
4 business in the State of Washington.  
5

6  
7 2.3 At all relevant times to the allegations herein, Hanford Atomic Metal  
8 Trades Council, AFL-CIO, (hereinafter referred to as "HAMTC"), was a labor  
9 organization duly organized under the laws of the United States, doing business  
10 in the State of Washington. HAMTC is comprised of affiliated labor  
11 organizations and has historically been the certified and recognized collective  
12 bargaining representative of certain production and maintenance employees  
13 performing work for Employers at Hanford. United Steelworkers Local 12-  
14 369 is a member of HAMTC.  
15  
16  
17

18 2.4 At all relevant times to the allegations herein, the individual defendants  
19 were husband and wife, comprising a marital community under the laws of the  
20 State of Washington. Reference to "Jane Doe" and "John Doe" indicates  
21 spouses to the named defendants, whose real names are unknown to plaintiff at  
22 this time.  
23  
24  
25

1 2.5 At all relevant times to the allegations here, the individually named  
2 defendants were members, employees, officers or agents of Local 12-369,  
3 HAMTC or the International.  
4

5 **STATEMENT OF FACTS**  
6

7 3.1 Ms. Green has been a member in good standing of Local 12-369 at all  
8 times relevant herein. Ms. Green was elected to a steward position. After the  
9 election, individuals named above improperly changed the steward position  
10 scope and duties. Ms. Green filed a charge at the Equal Employment  
11 Opportunities Commission under charge number 380-2005-02895 in 2006.  
12

13 3.2 On or about May 24, 2007, the EEOC issued a Determination under  
14 charge number 380-2005-02895 finding that there is reason to believe that  
15 violations have occurred on the basis of race and gender.  
16

17 3.3 On or about January 18, 2007 Ms. Green filed additional charges against  
18 the Local (551-2007-00519) and the International (551-2007-00804) alleging  
19 race and gender discrimination and retaliation. Ms. Green was elected as  
20 President of the Local in November, 2005. The former executive board of the  
21 local refused to seat newly elected President Stephanie Green. A majority of  
22 the Executive Board opposes President Green, and has constantly tried to  
23  
24  
25

1 undermine her work. The opposing Executive Board members think of new  
2 ways to attack Ms. Green.  
3

4 3.4 Ms. Green requested right to sue letters on all three charges. EEOC has  
5 issued Notice of Right to Sue letters under all three charges, mailed August 13,  
6 2007.  
7

8 3.5 Ms. Green has met all procedural requirements for maintaining her suit  
9 under Title VII.  
10

11 3.6 Ms. Green filed an internal Human Rights complaint with Defendant  
12 International in 2006. The International did not process and investigate Ms.  
13 Green's complaint.  
14

15 3.7 Ms. Green has met any exhaustion of administrative remedies  
16 requirements.  
17

18 3.8 At all times material hereto, Mr. Dave Molnaa has served as the  
19 President of HAMTC.  
20

21 3.9 The individuals, HAMTC and the International have interfered with Ms.  
22 Green's rights as a union member.  
23

24 3.10 The individuals, HAMTC and the International have interfered with Ms.  
25 Green's performance of her office.

1 3.11 The individuals, HAMTC and the International have acted in concert  
2 against Ms. Green.  
3

4 **CAUSES OF ACTION**

5 Count 1:  
6

7 Defendants' conduct violates 29 U.S.C. 411.

8 Count 2:  
9

10 Defendant International's conduct breaches and violates their  
11 Constitution and the Local's Bylaws.  
12

13 Count 3:  
14

15 Defendant International's conduct breaches their fiduciary duty to Ms.  
16 Green.  
17

18 Count 4:  
19

20 Defendant HAMTC's conduct breaches and violates their Bylaws.

21 Count 5:  
22

23 Defendant HAMTC's conduct breaches their fiduciary duty to Ms.  
24 Green.  
25

Count 6:

**COMPLAINT**

Page 6

Janet Taylor Law Firm L.L.C.  
710 George Washington Way, Suite F  
Richland, WA 99352  
(509) 943-2585

1 All of the named Defendants' conduct constitutes race and gender  
2 discrimination in violation of Title VII (except HAMTC and Dave and Jane  
3 Doe Molnaa), 42 U.S.C 1981, and Washington's Law Against Discrimination.

4 Count 7:

5 All of the named Defendants' conduct constitutes unlawful retaliation for  
6  
7 opposing race and gender discrimination.

8 Count 8:

9 The individually named defendants have violated their duties as  
10 members, employees, officers and agents of the Local 12-369, the International  
11 and HAMTC.

12 Count 9:

13 All of the defendants' wrongful conduct has interfered with Ms. Green's  
14 business relationship with her employer.

15 Damages:

16 All of the defendants' wrongful conduct has proximately caused Ms.  
17 Green damages including special damages of lost wages and benefits, and  
18 general damages including emotional distress, all in an amount to be proven at  
19 the time of trial.

20  
21  
22  
23  
24  
25  
**RELIEF REQUESTED**

**COMPLAINT**

Page 7

Janet Taylor Law Firm L.L.C.  
710 George Washington Way, Suite F  
Richland, WA 99352  
(509) 943-2585

1 WHEREFORE, plaintiff requests the following relief:

- 2
- 3 1. Plaintiff be awarded judgment for all damages in an amount to be
- 4 established at trial,
- 5
- 6 2. That Defendants be permanently enjoined from violating Ms.
- 7 Green's rights under 29 USC 411;
- 8
- 9 3. Plaintiff be awarded punitive damages against all defendants as
- 10 authorized by law;
- 11
- 12 4. That plaintiff be awarded her costs and attorneys' fees as
- 13 authorized by law.
- 14
- 15 5. That plaintiff be awarded such other and further relief as the Court
- 16 may deem just and proper.

17 DATED THIS 9th day of November, 2007.

18

19 

20 JANET E. TAYLOR, WSBA #30046

21 Attorney for Plaintiff

22

23

24

25